

# Salem Covenant Church Annual Report

2016-2017



connect · grow · go



# 2017 ANNUAL REPORT

## CONTENTS

Annual Meeting Agenda	4
Minutes of the Salem Semiannual Meeting	5
Staff Reports to the Congregation on Ministry Areas	7
Mark Pattie III	
Alice Johnson	
Jonna Fantz	
Luke Korthuis	
James Anderson	
Shelli Streeper	
Katie Gehrz	
Pam Carlson	
Norm Blagman	
Kathy Welte	
Cindy Reents	
Leadership Team Report	20
Other Highlights from 2016-2017	21
Vital Signs at Salem (July 2016–June 2017)	22
Salem Legacy Fund and Legacy Society Updates	24
2018 Budget Summary	25
Financial Report	see insert

Salem Covenant Church  
Annual Meeting  
Tuesday, July 18  
7:00 p.m.

## AGENDA

Call to Order	Karla Walker, Chair
Adoption of Agenda	
Approve Minutes of 2017 Semiannual Meeting	
Opening Song	Hannah Jacobson and Grace Walker
Opening Thoughts and Prayer	Rev. Mark Pattie, Senior Pastor
<b>New Business</b>	
Youth and Young Adult Pastor	
Ministry Reflections—Focus on Go! Missions Sports Ministry Community Outreach	
Ministry Report Ministry Map of Ministry Teams	Alice Johnson, Executive Pastor
Treasurer's Report	LaVonne Griffin
Recommendations Requiring Congregational Action New Members Budget for Fiscal Year 2017-2018 Election of Church Leadership	
Closing Song	
Closing Prayer	Jonna Fantz, Worship and Community Life Pastor

Salem Covenant Church  
**SEMIANNUAL MEETING MINUTES**  
January 19, 2017

**The mission of Salem Covenant Church is to inspire and equip all generations to:  
CONNECT • GROW • GO**

**Call to Order:**

Church Chairperson Karla Walker called the meeting to order at 7:00 p.m.

**Adoption of Agenda:**

Motion to approve the agenda. MSC.

**Opening Song:**

Cindy Reents lead the gathering in singing Hymn #684, *We All Are One in Mission*.

**Opening Thoughts and Prayer:**

Senior Pastor Mark Pattie shared thoughts on Psalm 127:1—"Unless the Lord builds the house, those who build it labor in vain." God builds the house, and we are privileged to share in the building. It is hard work and demands a lot of the builders. Hard work, commitment, and generosity have defined the past six months of building the house, and God has blessed us richly.

**Approve Minutes of 2016 Annual Meeting:**

Motion to approve the minutes from the 2016 Annual meeting on July 13, 2016. MSC.

**Treasurer's Report:**

Marcy Toensing presented the Financial Report for the first 6 months of fiscal 2017. Year-to-date income is \$832,000, which is \$29,000 above our budgeted income year-to-date of \$803,000, about 4%. This level of giving exceeds last year's giving year-to-date by \$57,000, about 7%. Expenses year-to-date are \$713,000 compared to budgeted expenses of \$784,000, a favorable variance of \$71,000. As of 12/31/2016, income exceeded expenditures resulting in a net income of \$119,000. Additional details can be found in the Fiscal Year 2017 Semi-Annual Financial Report.

Pastor Mark offered a prayer of thanks.

**Budget Amendment:**

Motion to increase the budget for fiscal year 2017 by \$30,774 to a net budget of \$1,597,371. MSC.

**Capital Campaign Review:**

Our three-year Capital Campaign has come to an end. Commitments to the capital campaign were \$680,000; commitment gifts received to date are \$709,000. Highlights include the Kitchen remodel, installation of a hearing loop in the Sanctuary, the purchase of a new bus, and the bathroom remodel (an added project that was made possible by giving in excess of commitments and several projects coming in under budget). A single project remains incomplete: a permanent platform in the Sanctuary.

**Selection of Delegates to Northwest Conference and ECC Annual Meetings:**

Motion to empower the Leadership Team to elect delegates to the Northwest Conference and ECC 2017 Annual Meetings. MSC.

**Ministry Reflections:**

Youth and Young Adult Director: Luke Korthuis

Luke was born and raised in Willmar. A friend invited him to Lake Beauty Bible Camp and Luke accepted Christ at that time. He was greatly influenced by his youth director and served as a counselor, assistant program director, and leadership in training director at Lake Beauty. He feels that there is nothing better than praying with a student as they accept Christ for the first time. He was led by God to part-time and then full-time ministry. He is excited about the committed students, the potential for young adults, and the support of the congregation for youth.

Outreach Director: Shelli Streeper

Shelli loves God and sports. When she was 12, she wanted to be either a missionary or an American Gladiator when she grew up. She played college soccer and has been a coach for 13 years. God laid it on her heart that, although the physical part of sports is important, exercising a relationship with God is much more important. Her passion became sports ministry, which she has facilitated at Salem for the past three years. She is now working with our Missions and Community Service Ministry Teams, with a current focus on entry points into mission and service.

Children and Family Ministry Director: Katie Gehrz

Katie has been working with kids her whole life. Her vision for ministry began with Isaiah and Lena. She had two main prayers for them: that they would know and encounter God on a daily basis, and that they would have a strong and involved church family to encourage and support them. Her hope for the Children and Family Ministry at Salem is to promote knowing and encountering God and providing strong relationships to the children and their families at Salem and in our community.

**Closing Song and Prayer:**

The gathering sang hymn #78, *Great is Thy Faithfulness*.

Pastor Alice Johnson closed in prayer. The meeting was adjourned at 8:25 p.m.

Respectfully submitted,  
Karla Walker

## MARK PATTIE III SENIOR PASTOR

The harvest is plentiful, but the laborers are few; therefore  
ask the Lord of the harvest to send out laborers into his harvest.

Matthew 9:38

What a year it has been! It has been a joy to see the movement of God's Spirit among us. So many of our ministries are continuing to gain traction as we work together to lead people to **CONNECT, GROW, and GO** as devoted disciples of Jesus Christ. As you will see in the pages of this Annual Report that follow, the examples of God's provision and blessing are abundant. In one area of ministry after another, we are experiencing increasing participation in an increasing number of programs from Children and Family Ministry to Youth and Young Adult Ministry to our general adult ministries that include Adult Sunday School, Salem Sisters, Journeys for adults 50+, Senior Fellowship, and much more. In addition, our commitment to a multi-generational ministry that cares for, connects, and engages people of any and every age is wonderfully evident in our Congregational Care and Health Ministries and in our growing Outreach Ministries.

As many have affirmed to me, Salem is at a very healthy point. As someone recently put it, our church is firing on all cylinders and moving forward with strength. Yet, here's the rub for me: I'm convinced that good as things are, we have only just begun to live into the life and mission God is calling and equipping us for. Blessed as we are, I'm aware that it is all the more important to keep in mind Jesus' exhortation that of those who are given much, much is expected. And so, important as it is to celebrate as we end the past fiscal year, it is also time to renew and prayerfully ask God to strengthen our clarity of vision of his call and our resolve to fulfill it.

As I think about this call of God and the expectations God has for us in the year ahead, I find myself going back again and again to a text I preached on just after Pentecost. The passage, Matthew 9:35—10:8, includes verses that are quite familiar to me, yet they have caught my attention in fresh and formative ways. "When he saw the crowds, he had compassion for them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, 'The harvest is plentiful, but the laborers are few; therefore ask the Lord of the harvest to send out laborers into his harvest.'"

The passage above speaks profoundly to me as I think about the mission Jesus sent his first disciples on and now calls us to. First, we notice Jesus' compassion, his care for people. His ministry, as ours must, flows first and last and always out of love. Second, we hear Jesus call his disciples to ask the Lord of the harvest to send out laborers into his harvest. As they are about to begin their mission, his primary call is to pray and in praying, to know deep down that our lives and our hopes for ourselves and our world are forever dependent upon God.

Of course, this leads to the part of the passage that has so captured my attention. In the verses that follow those above, Jesus affirms that God's answer to his peoples' prayers, in this case at least and no doubt in many others, will come through his peoples' God-empowered action. Jesus calls his disciples to go beyond praying to participating, in fact, to being the lead participants in God's answer to their prayer. "Then Jesus summoned his twelve disciples..." and "These twelve Jesus sent out..." (Matthew 10:1ff). Jesus sends them out, as he does us, to lead people to do more than simply name Jesus as Savior, to do more than call themselves Christians, to do more than talk about going to church or even going to church. Jesus sends us out to lead people to follow him as Lord, to follow his way of life and peace, to live and serve as his beloved and loving disciples in this sometimes crazy, often confusing, and it certainly seems, continually troubled world.

More than ever, I am certain that God is calling us to turn our eyes outward to the world around us with the kind of compassion with which Jesus looked out upon those crowds long ago. And like Jesus' first disciples, he is calling us to go beyond feeling compassion for our neighbors to living that compassion out by entering into our world as ambassadors of God's kingdom. We are called to venture out proclaiming the good news that God's kingdom has come near, and to live and serve in such a way that people see the evidence that what we are proclaiming is true.

I am excited about what God has in store for us and through us. As we look ahead, we will be focusing more attention and resources on reaching those who aren't here yet to invite them to **CONNECT** meaningfully with God, our congregation, and God's call in their lives. This will include further development of our web presence and continuing to highlight and strengthen our Worship and Music Ministries which are often the first entry point for those exploring life and faith at Salem. Further, we are committed to continuing to improve our Spiritual Formation programs for all ages even as we put particular emphasis this year on developing our Young Adult and our Journeys for 50+ Ministries. Last, but certainly not least, we will be continuing to increase the number of ways we are encouraging and equipping all of us at Salem to **GO** to engage in mission and service as Jesus' disciples in our daily lives and in our labor together.

As I write this report, I am mindful of the deep gratitude I feel each and every day for the privilege of serving as your Senior Pastor. I thank God and all of you for the opportunity and the support so generously offered. My wife, Donna, and I regularly comment to each other how impressed we are by the level of commitment we see in so many as they grow and serve as followers of Christ and as servants of his church here at Salem. I am grateful to our Leadership Team led so capably by Karla Walker and to the many Ministry Teams and volunteers who serve so faithfully in so many ways to extend the love of God to one another and the world in which we live. Finally, I offer my heartfelt thanks to God and to our staff members themselves for the remarkable staff we are blessed with. It is an honor to partner with people who serve with such great ability, devotion, and joy.

With you in ministry, mission, thanksgiving and hope. Grace and peace.

*The mission of Salem Covenant Church is to inspire and equip all generations to ...  
CONNECT with God, one another, and God's good purposes in the world;  
GROW in love, maturity, and fruitfulness as the people they were created to be; and  
GO to celebrate and share the love of God in ministry, mission, and life.*

Everything we do is aimed toward that goal.

# ALICE JOHNSON

## CHILDREN AND FAMILY/EXECUTIVE PASTOR

### Ministry Areas:

- Spiritual Formation Team
- Staff
- Finance
- Administrative Service
- Properties
- Congregational Care/Health

### Goals for 2016-2017:

- Re-organization of Children's Ministry Staff
- Spiritual Formation Team
- Securing a new Youth Director/Pastor

### Ministry Highlights:

It seems like transition is a good word to describe my time at Salem. As Salem goes through various changes, I have been navigating new opportunities, too. This year has not been any different! Here are a couple of highlights:

- We have had several changes in staff roles. For the first time in my ministry career, I am no longer serving directly in children's ministry. While I continue to provide pastoral care for children and families, the leadership of the ministry has been assumed by Katie Gehrz. She has a servant heart, is a good communicator, and provides intentional support to the children, families, and volunteers. Another area of staff change has been transitioning Shelli Streeper from Children and Family Ministry to her new role as Outreach Director. In this role, Shelli is enthusiastically and creatively providing oversight and support to community outreach, missions, and children's sports. The last staff change for this year has been the addition of our new Youth and Young Adult Pastor, Luke Korthuis. He has energetically entered into getting to know our students and is shaping a ministry that will lead them to live for Christ in all aspects of life. I also want to say a special thanks to Sue Pederson who served with Richard and Liz Santana to lead our youth ministry as we searched for our new leader.

A significant amount of my time and energy goes to encouraging, supporting, challenging, and empowering our staff, helping them to be effective and thrive in the roles that God has called them to. It is a great team and I am so thankful for the opportunity to serve with them.

- Now with a full staff in place, our Spiritual Formation Team continues to develop the characteristics that define a follower of Christ. This document will further help us to shape the ministry and experiences we provide for children, youth, and adults. Our Lenten Community Bible Experience is one example of this team working together to provide an opportunity for people across the ages to participate in.

It is a blessing to serve with you and I look forward to seeing what God has planned for Salem in this next year as we reach out to others in His name.

# JONNA FANTZ

## WORSHIP AND COMMUNITY LIFE PASTOR

### Ministry Areas

- Adult Sunday School
- Archives
- Connecting Ministries
- Contemporary Worship
- JOURNEYS for adults 50+
- Membership
- Men's Ministry
- MOPS
- Prayer Ministry
- Salem 101
- Salem Sisters
- Senior Fellowship
- Small Groups
- Special Interest Groups
- Teaching, long-range worship planning, and preaching
- Wednesday Bible Studies

### Goals for 2016-2017:

- Work on an all-church discipleship series for all age groups
- Begin programming for the JOURNEYS for adults 50+
- Plan an outreach with our Contemporary Worship Band
- Transform Family Camp into the All-Church Retreat
- Continue to produce excellence in successful programs

### Ministry Highlights:



JOURNEYS for adults 50+ launched a new year of programming. They had several successful social events including a Chili Cook-off and a Bowling Night. They served together at the First Covenant Homeless Shelter and at Feed My Starving Children. There were two small group Bible studies formed for the spring as well. They celebrated a good first year with a Salmon Grill and yard games. The team is excited about a new year to continue to grow their ministry reach.

An exciting sign of health has been the growth in our Contemporary Worship Service. There are lots of new families connecting with the service and with our Children and Family Ministry. We are also seeing increasing diversity in the racial and ethnic mix of the families joining us, which is a blessing to our community.

The Contemporary Worship Team, supported by Connecting Ministries, hosted our first worship night that was an amazing celebration of God and the gifts that he gives.



Our Small Group Ministry saw a huge boost this year because of the Community Bible Experience we did leading up to Easter. We had hundreds of people in small groups for the eight-week experience of reading through the entire New Testament. People reported experiencing very familiar passages in a fresh way, and building some great connections with people they didn't know before the experience.

There were several ministries that held strong for this year. Adult Sunday School tackled challenging issues with their gifted faculty line up. Senior Fellowship saw a major leadership transition with Edna and Merlin Harelstad finishing out their decade of service with vigor and handing the ministry team into the capable hands of Ben and Phyllis Baltes. The

Prayer Team offered a great prayer seminar in the fall with author Keith Meyer. Connecting Ministries continued to host several successful events for people to connect to Salem, as well as to connect within Salem.

I close out my fourth year of ministry at Salem with profound gratitude. What a privilege to work with such highly motivated and gifted teams of Jesus-followers who are doing great ministry!

# LUKE KORTHUIS YOUTH AND YOUNG ADULT PASTOR

## Ministry Areas:

- Youth Ministries
- Senior High Sunday School
- Wednesday Bible Study (MS/HS)
- Student Action Leadership Team (SALT)
- Summer Big Event for Senior High
- Summer Big Event for Middle School
- Adventures in Leadership
- Monthly Events (MS/HS)
- Fundraising Activities
- NW Conference Events
- Confirmation Program Collaboration/Support
- Interns
- Covenant Pines—(Summer Camps, Camp Representation)
- Leadership Development/Training
- Arts and Craft Fair
- Young Adult Ministries

## Goals for 2016-2017:

- Provide deep, meaningful experiences for our students that help them to see God in their lives.
- Recruit and train more adult volunteers to be investing in the lives of our students.
- Begin a young adult ministry that partners with local Covenant churches.

## Ministry Highlights:

### Ecuador 2016

In July of 2016, a group from Salem Covenant Youth ventured down to Ecuador. Partnering with Covenant Missionaries from Ecuador, our group was able to lead camps, worship, and build relationships with individuals from a different culture. Students came back with humbled hearts that were ready for service.



### MOVE 2017

This year, we were able to take 11 students and 3 leaders to MOVE, a missional focused high school event put on by the Northwest Conference. The experience was unique, as the Salem group was able to participate in the \$1 lunch experience. Students were each given \$1 and were challenged to find lunch in a St. Paul neighborhood. The activity was to open student's eyes to the deep need in many communities and the poverty so many live in.



### Youth Room Remodel

Thanks to funding from the Legacy Fund, the youth room has received a face-lift. Some of the updates include new paint, a new kitchenette, new furniture, and updated video and audio equipment.

Thank you for your support of Salem Youth and Young Adult Ministries!

# JAMES L. ANDERSON VISITATION PASTOR

“O Lord, our Lord how majestic is your name in all the earth.”

## Ministry Area:

Congregational Care

## Ministry Highlights:



I was privileged to spend Memorial Day this year in Soldotna, Alaska as part of the Salem’s Mission Team of 30 people who went to help build a dorm for the Alaska Christian College. What an awesome experience it was. We had teams working on interior dorm walls, exterior siding and roofing, painting, replacing warped flooring in a Yurt (used as a gathering place for students) and many other tasks. We also went on excursions: hiking, fishing, a cruise on a fjord in Seward, Alaska, and a sightseeing trip to Homer, Alaska. On the campus and on the excursions, we saw wildlife including caribou, moose, eagles, sea otters, a sea lion, orca and humpback whales. We also saw snow-capped mountains, lakes, rivers, ocean inlets, and breathtaking vistas.

The beauty of Alaska reminds me of the beginning of Psalm 8.

“O Lord, our Lord, how majestic is your name in all the earth.” Psalm 8 also reminds us we are made in the image of God, “crowned with glory and honor.” One of the true gifts of the trip was the opportunity to work with and get to know better our team from Salem as well as some of the staff and students of Alaska Christian College. Salem is a large congregation. Opportunities like the Alaskan Mission Trip allow us to work and serve in the name of Christ, but also to get to know and care for one another on a deeper level.

As the Visitation Pastor at Salem, it was a joy for me to see people who may have recognized one another’s faces, but had never had a chance to interact, to get to know and to begin to care for one another. That was one of my goals for the year: “...to continue to learn names and build bridges of relationship with Salem members and friends.” What a joy to see others fulfilling my goal as well.

As I continue my work among you, I continue to have opportunities to visit with many of you. From Senior Fellowship to substituting in Awana, to visits in hospitals and homes we have talked and prayed together.

Some of the highlights of this past year have been working with the Leadership Team for the new JOURNEY for adults 50+ ministry and inviting our Sanctuary Choir to sing for a couple of assisted living facilities where Salem has residents.

Throughout this past year, I have been privileged to work with a strong and supportive staff led by Pastor Mark Pattie. Kathy Welte (our Faith Community Nurse) and I work closely on the visits and needs of Salem members and friends. I want to extend my thanks and appreciation to Kathy for working with me in this very important ministry.

# SHELLI STREEPER OUTREACH DIRECTOR

## Ministry Areas:

- Missions
- Community Service
- Sports Ministry

## Goals for 2016-2017:

- Develop age-appropriate pathways for members to experience meaningful missions and service opportunities
- Increase congregational involvement in local service opportunities
- Provide a week-long Service Camp for children and youth
- Development of a comprehensive Sports Ministry Program and Sports Ministry Leadership Team

## Ministry Highlights:

It has been a year of **GO**-ing, which is what you should expect from Outreach Ministry! As I was new to the Outreach Director role in September, I have spent time learning and hearing from our Missions and Community Service Team members and discerning how to shape our outreach initiatives moving forward. I was delighted to see how invested these team members are and their passion for moving their ministry areas forward!

Our Missions Team is committed to providing tools and resources that equip and empower Salem members to journey along age appropriate pathways of missions work. For our youngest members, a family oriented mission trip to Carthage, SD is planned for late July. The purpose of this trip is to work alongside the aging residents of Carthage to help them prepare for their All-School Reunion the first weekend in August. We have 21 members (5 families, 1 couple, 2 singles) currently planning to participate.

We recently welcomed back a 30 member team from Soldotna, AK that assisted in the building of a new student dormitory for Alaska Christian College. And, for the fourth consecutive year we will send a team of six (who will be joined by four others) to The Czech Republic to help facilitate an ESL Camp. It is our goal to continue to provide a variety of mission opportunities for folks of all skill sets and interest levels. Our Missions Team is extremely encouraged by Salem's willingness and enthusiasm in participating.

The Community Service Team has been busy coordinating local service opportunities for whole ministry teams (JOURNEYS for adults 50+ and Children and Family, for example) and all Salem members to participate in. The cutest story from this past year involved a group of people serving at the First Covenant Homeless Shelter. At the conclusion of the night, when the church bus was parked safely back at Salem, the four little girls who had participated in serving the meal all hugged one another and emphatically exclaimed that they were "now friends." This is a great reminder and example that serving in God's name has both obvious and unexpected benefits!



# KATIE GEHRZ

## CHILDREN AND FAMILY DIRECTOR

### Ministry Areas:

Children and Family Ministry

### Goals for 2016-2017:

- Plan Events for Children and Families
- Implement Security System for Children
- Provide Education on Parenting Topics for Families

### Ministry Highlights:

#### Sunday Mornings

One of my favorite ways to start out a Sunday morning is to walk the halls of the church past the Lounge, Nursery, and into the children's wing. It is a time where I can quietly reflect on all that God has in store for the children and families of Salem. I am in constant awe of the dedication and leadership of our Sunday morning volunteers and how they prepare to help children and their parents grow in their faith and grow as a community of believers. Our leaders have shared with me stories of transformations they are seeing in children's faith and how children have asked Jesus into their hearts during Sunday School. Another highlight for me is walking by the Lounge and seeing the Parenting with Spirit group connecting with one another and engaging in dialogue around a variety of topics.



#### Wednesday Evenings

One of the highlights of our Wednesday night ministry is seeing how children are connecting with one another and with this group of intergenerational leaders. When I have the opportunity to stop for a moment in the bustle and excitement of Wednesday nights, I see our children ministering to our adults and our adults ministering to our children and the friends and families they bring along with them.

#### Children and Family Events

One of the aspects of the Children and Family Events at Salem is that children, parents, and families have the opportunity to connect with one another on a deeper level. Families have an opportunity to live life with one another by sharing snacks, meals, and by having fun in a relaxed environment.



#### Vacation Bible School

This year the kids were introduced to the concept of identifying where they see or experience God in their lives. I loved hearing stories from the kids about where they saw God at work, and I loved receiving texts from parents who shared how God was working in their home and family lives during VBS. I am also grateful for the kind and generous hearts of our children and families when supporting our VBS mission project of helping to build a playground in Thailand this year. This year VBS was a true testament of how God is always faithful! In moments and times when I didn't think we would have enough, God provided and we were blessed with donations and with people who provided an awesome experience for the kids!



#### Teams

We have been incredibly blessed with an exceptional team of people who work as staff and as volunteers in Children and Family Ministry! We also have an exceptional group of people who continue to lift up Children and Family in prayer. Thank you!

# PAM CARLSON SALEM PRESCHOOL DIRECTOR

**Ministry Area:**  
Preschool

## Goals for 2016-2017:

- Prepare our students for kindergarten cognitively, socially, emotionally, physically, and spiritually
- Reach out to our community through service projects the children can be involved in
- Welcome new families to Salem Covenant Church and its programs
- Spread the story of God's love to our students

## Ministry Highlights:

Our days at Preschool are full of songs, stories, games, art projects, and science activities that help students prepare for school and learn about their community. It is exciting to watch children progress, learning to write their names, identify the letters of the alphabet, begin to read short words and discover the wonders of nature. Even more rewarding to our staff is watching children grow emotionally, showing love, respect and concern for their peers and their community. Visitors, field trips, and service projects help build this understanding of God's world and his people.

As Valentine's Day approached last year, our teachers were looking for ways to reach out to others. The children in our Tuesday/Thursday afternoon class decided to bake cookies and make cards for Pastor Jim Anderson to take to the home bound members of Salem. The children had fun baking and creating the cards. They were so surprised when they received so many thank you messages from the recipients! It was so exciting they repeated the activity later in the year!

God's world is big. Learning about distant countries can be a challenge. This year, we were fortunate to have two visitors help with this process. Caroline Johnson brought her doll collection and stories about India gathered during her tenure as a missionary there. Natalie Jackson, whose daughter Zahara attended Preschool for two months, told about her family's life in Zambia. Both visitors related ways in which these cultures are both alike and different from ours. The children were excited and curious about what Caroline and Natalie had to share!

We can learn so much through music. At Preschool, we sing many times a day! However, when we can meet musicians music becomes even more meaningful. Leslie Babb shared her talent with the children using her percussion instruments to teach about the many elements of music. Liz Johnson-Camoozzi, former Salem Senior Pastor Don Johnson's daughter, brought her 70-voice choir from Bel Air Elementary School to sing for our preschoolers. The animated singers with their various instruments accompanying them had our students spellbound! We are thankful the choir wanted to include us in their spring tour.

Several additional members of our Salem community shared their talents and hobbies with the children this year. We are thankful for Cal Peterson, Mick Stoffel, Chuck Scott, and Lisa Sackreiter for their help as well as many others. We had a great year!



# NORM BLAGMAN

## DIRECTOR OF CONTEMPORARY WORSHIP ARTS

### Ministry areas:

#### Contemporary Worship

- Volunteer and paid musicians
- Sound and PowerPoint techs

### Goals for Fiscal 2016-2017:

- Increase and deepen the worship experience with video, PowerPoint, music, and aesthetics
- Include Praise Singers, Doxology, and Sanctuary Choir in worship services—developing a monthly schedule that will ensure Praise Singers and Doxology's participation
- To incorporate brass into the service
- Update software and training for PowerPoint techs
- To deepen the worship experience through engaging more of our senses (smell, touch, visual, and sound)
- Update the musical equipment to begin recording services for web sight and possible cable access
- To find and incorporate more volunteers to participate in all areas of the service
- Scheduling quarterly worship and fellowship events (Salem Fest)

### Ministry Highlights:

- With the flip of the Gym, building of platforms, and hanging of drapes and curtains, our service has much more of a sanctuary feel and those changes improved the sound and look of the room. The overall atmosphere is more inviting than ever before.
- Having a paid sound person has improved the overall sound of the worship team and provided more consistency in our worship experience from week to week. Ryan has been able to solve several technical issues for us. He has been a strong addition.
- Attendance in Contemporary Worship has risen by 10 percent this year!
- We continue to tap into worship music from the Blues, Gospel, Latin, Funk, Pop, and Rock.
- We added a string section to the worship experience (once a month) that has added a new depth to the worship experience.
- We are excited about our worship night that we called Salem Fest. The band got to play for 90 minutes and folks enjoyed a coffee shop atmosphere and bonded over great music.



# KATHY WELTE, R.N. FAITH COMMUNITY NURSE

## Ministry Areas:

- Congregational health & wellness

## Goals for 2016-2017:

- Review previous health programming for continued relevance. Continue to offer effective programs.
- Develop a health and wellness program that offers a new education or connection group around a topic each quarter based on the results of the Health Needs Assessment from 2016.

## Ministry Highlights:

### Continuing Programs and activities:

- Caring Friends—17 volunteers have regular contact with congregational members who are home bound
- Flu Clinic
- Foot Care Clinic—offered twice a month
- Visitation for people who are in the hospital, residential facilities, or homebound (in collaboration with the Visitation Pastor)
- Blood Drive
- Blood Pressure Screenings, health information promotion, and individual visits about health topics

### New programs and activities:

The highest areas of interest for the congregation relate to a healthy diet, exercise, and stress reduction. The following new sessions and programs were developed to support these interests:

- Planning Your Celebration of Life Service, September 2016
- Creating a Balanced Family Life (6 sessions) fall 2016
- *Being Mortal* DVD viewing and discussion at Covenant Village in October 2016
- Yogadevotion weekly sessions added in November 2016 (approximately 28 sessions held). Sessions will again be offered in the fall of 2017
- Created a Food Intolerance private Facebook page, February 2017
- Healthy Cooking Demonstration event, February 2017
- Healthy Digestion education session, May 2017



### Kudos to the Health Ministry Team

The Health Ministry team, chaired by Elaine Green, has seven members with a background or interest in health care. The team actively supported program development for 2016-2017 consistent with results from the Health Needs Assessment Survey that was administered to the congregation in May 2016.



# CINDY REENTS MUSIC COORDINATOR

## Ministry Area

Music Ministry (traditional)

Jonathan Veenker/Sanctuary Choir

Heather Johnson/Praise Singers

Kirsten Griebenow/Joy Singers

Carrie Krause/Doxology

Lynn Miller/Bells of Glory and Salem Handbell Ensemble

Sonja Grimes/God's Children Sing

Warren Starr/Wind Ensemble

Stuart Opel/Swedish Singers

Gary Schwartz/Salem String Band

## Our vision as a ministry team for the 2016-2017 fiscal year has been:

- To draw together people of all ages to utilize their musical talents to honor and praise God;
- to develop and sharpen music skills to higher levels of excellence while humbly giving praise only to God;
- to explore and utilize a variety of styles and genres, from ancient to future, that demonstrate the greatness of God;
- to find joy and spiritual encouragement working with each other and sharing the gift of music in worship and other opportunities for ministry, both within and outside of Salem.

## Goals for 2016-2017:

- Continue to nurture a beginner handbell choir.
- Continue to look for opportunities for the various musical groups to collaborate in ministry (e.g. all choirs—children, youth, adult—collaborate in a service).
- Continue to provide opportunities for string players and other instrumentalists.
- Continue to provide high quality musical experiences for the people of Salem—participants and recipients.
- More participation in the third service by our musical groups.
- Continue faithful attention to the maintenance and care of our instruments and music libraries.
- Continue to brainstorm as to how to draw new musicians into our groups. Try the Second Sunday Summer Singers choir again, etc.
- Continue to encourage creative worship participation by each of the musical ensembles.

## Ministry Highlights:

The Bells of Glory have continued to grow as players under the direction of Lynn Miller. The young players are honing the fundamentals of bell ringing as well as working as a team. BOG has lead in worship 3-4 times during this year including participation in the Christmas Concert and Palm Sunday worship services. The Salem Handbell Ensemble participated in services each month, enhancing worship and growing musically this year with challenging repertoire.

Doxology is a strong and dedicated group of youth musicians under Carrie Krause's direction. The choir leads in worship services 4-5 times during the year in addition to presenting their annual concert, Doxology Dessert. The Joy Singers are a small but strong group. They sing in the worship services about 3-4 times each year and are singing challenging 2-3-part music. We welcomed Heather Johnson as the Director of the Praise Singers this year. Heather has led the Praise Singers choir with creativity, love, and a high level of musicianship. She has instilled in the children a love of hymns and their role as leaders in the worship service. We are grateful to Sonja Grimes for her leadership of God's Children Sing. She teaches our youngest musicians the value and love of music.

The Sanctuary Choir continues to flourish under Jonathan Veenker. An exceptionally dedicated group of people, the Sanctuary Choir assists in leading worship faithfully week by week, including the high festival days of Christmas Eve, Good Friday, and Easter. We are grateful for their humble servant spirits. It was fun to gather for two Sundays during the 2016 summer months to lead in worship! New singers were able to join with the choir for a one-time commitment and it was good to see the choir loft filled with singers!

Our Wind Ensemble plays twice a year and provides an intergenerational musical opportunity for our Salem wind players. We are grateful to our talented brass players who collaborate in the traditional services about twice in the fall and twice in the spring. A string quartet added to the beauty of our Good Friday Tenebrae Service, *Stations of the Cross*. We are able to collaborate with other solo instruments as needed for choral anthems, etc.

The immense amount and variety of musical talent at Salem, including vocal soloists, instrumentalists, pianists, is amazing. We are so fortunate to have talented musicians in our congregation who willingly share their musical gifts during the summer months when the Sanctuary Choir is on recess. Our worship is enriched through their sharing of their musical gifts and God is glorified!

The Christmas concert in December provided a platform for collaboration among all of our ensembles. The Bells of Glory, Praise Singers, Joy Singers, Doxology, Sanctuary Choir, Handbell Ensemble, and Wind Ensemble joined forces to present *Christ the Son, Savior of the Nations*. Many different combinations of singers and instrumentalists were featured in this concert. The final number in the concert involved ALL musicians (thanks to Jon Veenker’s amazing arranging abilities)! The Swedish Singers and the String Band were part of the December FIKA celebration. The Swedish Singers have grown and flourished with Stu Opel in leadership, faithfully learning the “language of heaven” and continuing to uphold the strong Swedish Christmas hymnody.

The Music Ministry Team is grateful to you—the Salem congregation—and the pastoral staff for their support and encouragement throughout the year. It is a privilege and joy to be in musical ministry with you.



## LEADERSHIP TEAM (LT) KARLA WALKER, CHAIRPERSON

First of all, thank you, friends, for your continued support and encouragement of the Leadership Team. We covet your prayers as we seek to ably represent you and to follow God's will for our congregation.

It has been a year of significant change, particularly with respect to staffing. Salem has been greatly blessed with God-centered, capable, enthusiastic staff members who generously give of their time and talents in service to Salem. A huge (and, in keeping with their personalities, enthusiastic) welcome to new additions Luke Korthuis, Youth and Young Adult Pastor, and Shelli Streeper, Outreach Director.

### Other Church Business Highlights:

- Throughout the year, the Leadership Team reviewed financial reports and heard ministry updates from Pastors Mark and Alice.
- The Leadership Team participated in a visioning retreat. Key items included a commitment to growth, a facilities review, and consideration of key opportunities with young adult and sports ministries.
- Office space was reorganized and the youth spaces (Rooms 13 and 16) remodeled.
- The Stewardship Team hosted a successful Commitment Sunday.
- Pastor Mark regularly reported on progress of his professional goals for the year; the Leadership Team completed his annual performance review.
- Salem 101 classes were well-attended and many were accepted into membership.
- Nine students were confirmed after three years of study, memory work, and service.
- Nichelle Kaul and Shelli Streeper represented Salem at the Northwest Conference Annual Meeting.
- Mark Pattie and Dean Erickson served as Salem's delegates at the Evangelical Covenant Church Annual Meeting in Detroit, Michigan.
- Vacation Bible School was a great success, with capacity crowds.
- **GO!** was a focus—and Salem "Went!" In addition to the numerous ways that individuals participate in community and world missions, teams went to serve at Alaska Christian College, a Feed My Starving Children event, the Czech Republic, and (soon) Carthage, SD.

During Lent this year, many members of Salem read through the entire New Testament during the Community Bible Experience. The Leadership Team had several small group discussions about the experience. When held in your hands, it was striking how small the book was, as compared to a typical paperback novel. The Story, however, was HUGE. I am reminded that God's plan for Salem, for each of us, is also HUGE, despite our perception of smallness in this world. Please join me in praying that each of us, that Salem, be used by God in ways we can only imagine.

In closing, I want to thank our pastoral staff for their able leadership and shepherding of this congregation. Thank you, also, to all of Salem's staff members and many volunteers for your servant hearts and willing hands—you are a blessing to the Leadership Team, the congregation, and those beyond our doors.

Grace to you, and peace.

### Leadership Team Members:

Erica Crone (Recording Secretary)

David Erickson

Bill Kothman

Bryan Ljung (Corporate Secretary and Financial Liaison)

Rev. Alice Johnson (Executive Pastor)

Rev. Mark Pattie (Senior Pastor)

Denise Shannon (Vice Chairperson)

Mick Stoffel

Karla Walker (Chairperson)

*Grace to you and peace from God our Father and the Lord Jesus Christ.  
Philippians 1:2*

## Other Salem Highlights from 2016-2017



All-Church Retreat  
held at Covenant Pines in May 2017



Kickoff Sunday on September 11, 2016



Pastor Appreciation Month  
October 2016



Salem Sisters Tea event held in May 2017



Outdoor baptism service held in June 2016



Fika in December 2016  
featuring the Swedish Singers

# Vital Signs at Salem 2016-2017

Membership on July 1, 2016	971
Members received	27
Members transferred or resigned	6
Members lost through death	21

**Membership on June 30, 2017 971**

## 27 New Members

James Anderson	Jey Carlson	Matthew Gill	Brian Peterson
Kimberly Anderson	Bonnie Ellis	Luke Korthuis	Wayne Peterson
Mark D. Anderson	Ken Ellis	Charles Mortenson	Sue Sagbay
Elyce Arvidson	Henry Fahnbulleh	Phillip Oredson	Charles Togba
Marvin Arvidson	Laurie Fuller	Karen Oredson	Amy Vanderhoff
Bernard Baltés	William Gild	Miatta Peal	Loren Vanderhoff
Phyllis Baltés	Julie Gill	Jane Hutchins-Peterson	

## 21 Members passed on to their Eternal Home

Barbara Anderson	Donald Gullickson	Kristine Matson	Westley Olson
Beatrice Anderson-Welch	Kjell Hartmark	Tom McMullen	William Sandstrom
Donald J. Anderson	Joy Humphrey	Ethel Moore	Bernice Stohlberg
Betty Bjorklund	Mae Ostebee	Paul Olfelt	Florence Swanberg
Thomas Deitz	Jeanne Mason	Dennis Olson	Alvin Tengvall
			Glen Wiberg



## 6 Members transferred to other churches

Richard and Janet Hyllested  
Lori Lamprecht  
Tanja Lamprecht  
Michael and Lori Marcks

## 10 Children Born

Oscar Benjamin Cook	Eamon Joseph O'Brien
Linnéa Elaine Fields	Jack Roger Pearson
Theodore Lee Kerl	Luke James Trapskin
Camryn Clarke Jacobson	Isla Montgomery Vogler
Maria Yamili Molas	Sadie Tjaden Wagner

## 8 Baptized

Noah Crone  
 Randy Crone  
 Henry Fahnbulleh  
 Lucille Lynn Muellenberg  
 Adjah James Krull  
 Sai Allen Krull  
 Wayne Peterson  
 Isla Montgomery Vogler



## 3 Children Dedicated

Luke David Anderson  
 Lydia Grace Anderson  
 Elliot Lawrence Pavlicek

## 1 Marriage

Isaac and Claudia (Pierce) Bjorklund



## 9 Students Confirmed in Faith on May 21, 2017

Elizabeth Blake  
 Jordan Griffin  
 Lauren Moeller  
 Marguerite Mortenson  
 William O'Brien  
 Elliana Prigge  
 Alexa Puchtell  
 Anders Scheibe  
 Joseph Sinn

## Sunday Worship Average Attendance

	1 <sup>st</sup> Trad	2 <sup>nd</sup> Trad (Summer Trad)	Contemporary
July 2016		263	165
August		283	195
September	137	245	197
October	146	229	211
November	148	257	199
December *	131	189	195
January 2017	149	233	223
February	149	221	208
March	137	210	227
April	163	313	263
May	133	248	175
June		247	208



\* Averages do not include Christmas weekend services.  
 Christmas Eve: 919  
 Christmas Day: 133

In June 2016, the Salem Legacy Fund was established. This fund is for undesignated estate gifts received by Salem that will support strategic initiatives, special one-time projects, and certain mission work that is typically outside the scope of the general operating budget. Gifts to the Legacy Fund are intended to be used within a five-year period.



**Here is a summary of the activity in the Legacy Fund as of June 30, 2017:**

Gifts made to the Legacy Fund through June 30, 2017	\$92,570
Interest earned on CD with National Covenant Properties	1,198
Expenditures for Youth Room Improvements	<u>(10,882)</u>
Balance in Legacy Fund as of June 30, 2017	\$82,886



The Salem Legacy Society has been created to recognize members and friends of Salem who have named Salem in their will/estate plans, as well as those who have given Estate gifts in the past.

**The following people have included Salem in their will/estate plans\*:**

David & June Abrahamson	Frances Decker	Paul & Carol Moen
Lora & Stanley Anderson	John & Emily Douglass	Sue Poston
Mae & Donald Anderson	Bob & Marcy Grant	Gwen Turnquist
Jey & Heidi Carlson	Joyce & Howard Larson	Glen & Jane Wiberg
Wayne & Pam Carlson	Barbara Lattimer	Other Anonymous Donors

*\*This list is based on names who have notified the Salem Finance Office of their estate plans. If you have named Salem in your Will and wish to be recognized as a member of the Salem Legacy Society, please contact the Finance Office.*

**The following saints gave Estate gifts to Salem over the past 20 years\*\*:**

Lloyd Anderson	Richard & Joan Ernst	Evelyn Larson	Myron Setzler
Margaret Anderson	Elizabeth Forslund	Frances LeClair	Richard & Marlys Sjoblom
Philip & Irene Anderson	Joan Jacobson	Myrtle Manske	Evelyn Strand
Orville & Alpha Bjorklund	Curtiss & Lorraine Johnson	Thomas McMullen	Alpha Strandine
David Borgstrom	Harriet Johnson	Bernice Peterson	Irma Tufvander
Frances Carlson	Irene Johnson	Russell Peterson	Evelyn White
E.A. Wallace & Hildur Carlson	Belva Kjellberg	V. Laurie & Ardis Peterson	Helen Wiberg
			Other Anonymous Donors

*\*\*Please note that these names were accumulated based on review of records for the past 20 years (as far back as record keeping would allow). If you know of a name that should be on this list, please contact the Finance Office.*

In June 2017, Salem's Stewardship Ministry team hosted a Recognition Dinner for Legacy Society Members. This was a special time of recognition and appreciation for the support of Salem's ministries.



## 2018 BUDGET SUMMARY

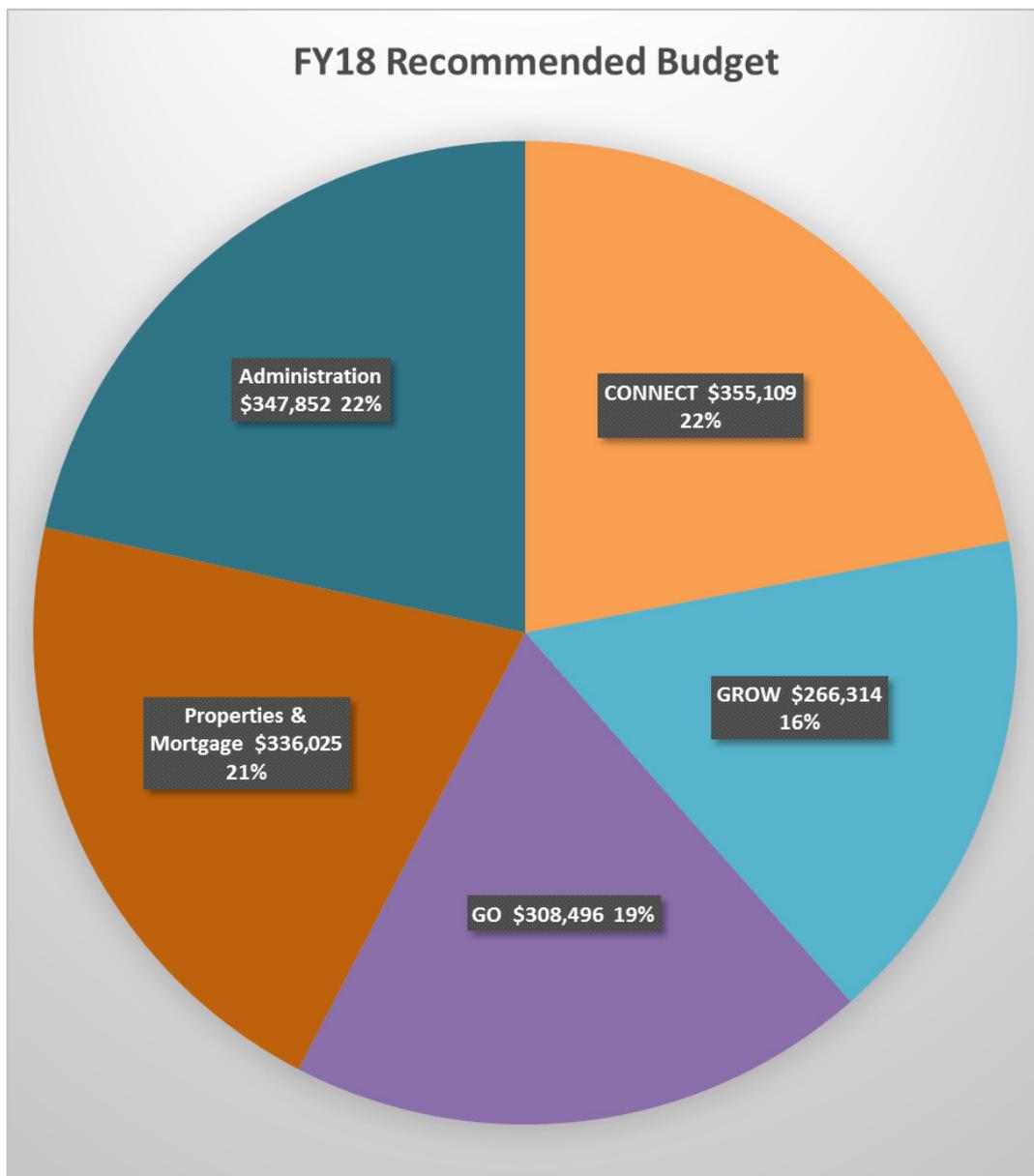
The budget for Fiscal Year 2018 (FY18) was established as a collaborative effort between the Leadership Team, the Church staff, and the various ministry teams. It is based upon an estimation of the fixed financial needs and the intent to support our mission:

To inspire and equip all generations to . . .  
Connect with God, one another, and God's good purposes in the world;  
Grow in love, maturity, and fruitfulness as the people they were created to be; and  
Go to celebrate and share the love of God in ministry, mission, and life.

The proposed budget is about \$1,613,800. This represents a 3.9% increase over projected FY17 Actual Income.

### KEY ANCHORS AND PRIORITIES FOR MINISTRY DEVELOPMENT AT SALEM FOR FY18:

- Continued support of excellence and growth in all worship services.
- Further coordination and development of spiritual formation for children, youth, family, and adult ministries.
- Support development of Journeys and Young Adult ministries.
- Expand Outreach Ministries to the community beyond Salem.



**Salem Covenant Church  
Budget by Ministry Team  
For the year ending June 30, 2018**

Inspiring and equipping all generations to -- CONNECT, GROW, and GO -- celebrating God's love and sharing it with joy!

	2015 Actual	2016 Actual	2017 Budget	2018 RECOMMENDED Budget
<b>CONNECT</b>				
Worship Support	5,511	3,691	4,830	4,820
Contemporary Worship	1,745	1,163	700	900
Music	12,106	11,717	11,960	11,965
Connecting Ministries	7,818	8,878	9,095	9,100
Personnel Expenses	294,209	310,050	315,178	328,324
<b>Total CONNECT</b>	<b>321,389</b>	<b>335,499</b>	<b>341,763</b>	<b>355,109</b>
<b>GROW</b>				
Prayer	-	92	1,190	1,190
Small Groups	(102)	158	900	900
Journeys	-	-	-	-
Adults	1,102	1,023	1,000	1,900
Young Adults	-	-	-	-
Youth	13,048	13,065	11,650	12,100
Children	20,491	21,448	21,600	24,550
Stewardship	-	2,145	2,000	2,400
Personnel Expenses	221,029	273,183	252,033	223,274
<b>Total GROW</b>	<b>255,568</b>	<b>311,114</b>	<b>290,373</b>	<b>266,314</b>
<b>GO</b>				
Health Ministries	581	239	1,700	1,700
Service	6,218	6,178	6,250	6,250
Missions	77,106	67,758	77,000	78,413
Sports Ministry	-	-	-	(5,600)
Covenant Denomination Giving	123,119	117,972	117,608	118,938
Personnel Expenses	58,979	60,378	73,550	108,795
<b>Total GO</b>	<b>266,003</b>	<b>252,525</b>	<b>276,108</b>	<b>308,496</b>
<b>Properties &amp; Mortgage</b>				
Properties	150,908	142,062	162,000	146,500
Mortgage	59,700	59,700	59,700	59,700
Personnel Expenses	123,813	121,949	126,529	129,825
<b>Total Properties &amp; Mortgage</b>	<b>334,421</b>	<b>323,711</b>	<b>348,229</b>	<b>336,025</b>
<b>Administration</b>				
Finance	18,775	19,080	19,205	20,000
Administrative Services	66,193	55,635	58,365	58,075
Leadership Team	11,153	7,217	9,910	8,150
Personnel Expenses	231,485	237,808	253,418	261,627
<b>Total Administration</b>	<b>327,606</b>	<b>319,740</b>	<b>340,898</b>	<b>347,852</b>
<b>Grand Total</b>	<b>1,504,986</b>	<b>1,542,589</b>	<b>1,597,371</b>	<b>1,613,797</b>





**salem**  
COVENANT CHURCH

2655 Fifth Street NW, New Brighton, MN 55112  
651-633-9615 | [salem-covenant.church](http://salem-covenant.church)